

# **National Advisory Committee on Racial, Ethnic, and Other Populations (NAC)**

UPDATE ON DIVERSITY, EQUITY, INCLUSION, AND ACCESSIBILITY (DEIA)

**May 4, 2023**

**Stefanie L. Watson, PhD, Diversity and Inclusion Officer**  
Office of Equal Employment Opportunity and Diversity & Inclusion (EEODI)

**Veronica M. LeGrande, Chief**  
Human Resources Division

# Office of Equal Employment Opportunity, Diversity & Inclusion (EEODI)

EEODI is responsible for the Census Bureau's EEO and Affirmative Action Program. The Acting EEODI Chief is the advisor to the Director and Deputy Director on the bureau's responsibilities under Title VII of the Civil Rights Act of 1964, as amended by the Equal Employment Act of 1972, the Rehabilitation Act of 1973, and the Age Discrimination in Employment Act of 1967. We also provide support to councils, workgroups, and committees across the bureau, including but not limited to the Diversity Council and 20+ employee – led affinity groups.

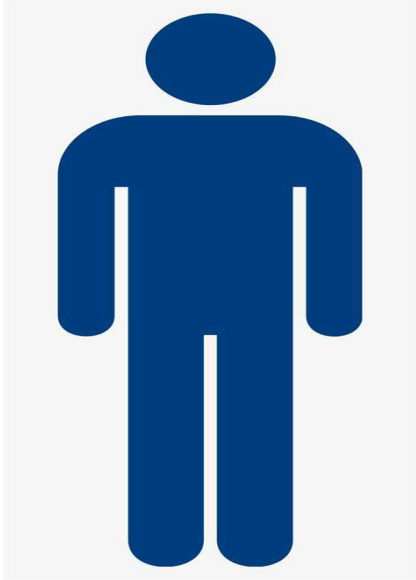
# Background and Significance

## Equal Employment Opportunity Commission (EEOC) - Management Directive 715 (MD-715) Report

- Provides policy guidance and standards to Federal Agencies for establishing and maintaining affirmative programs of equal employment opportunity under:
  - Title VII of the Civil Rights Act of 1964, as amended (Sec 717 USC 2000e)
  - Section 501 of the Rehabilitation Act of 1973
- Requires agencies to:
  - Assess Agency's performance against EEOC's six essential elements for a Model EEO Program
  - Analyze workforce, perform barrier analysis, and develop corrective strategies to mitigate barrier and facilitate equal opportunity in the workplace
  - Submit an annual report to EEOC, and brief the Agency Head on the Agency's EEO status

**\*This briefing and any demographic data provided should not be used as a quota for recruitment efforts.**

# FY2022 Permanent Workforce Representation by Demographics



PERM MALES = 3,559

38.7%

CLF = 51.8%



PERM FEMALES = 5,629

61.3%

CLF = 48.2%



PERSONS WITH A DISABILITY = 14.3%

PERSONS WITH A TARGETED DISABILITY = 3.20%

PERSONS WITHOUT A DISABILITY = 80.6%

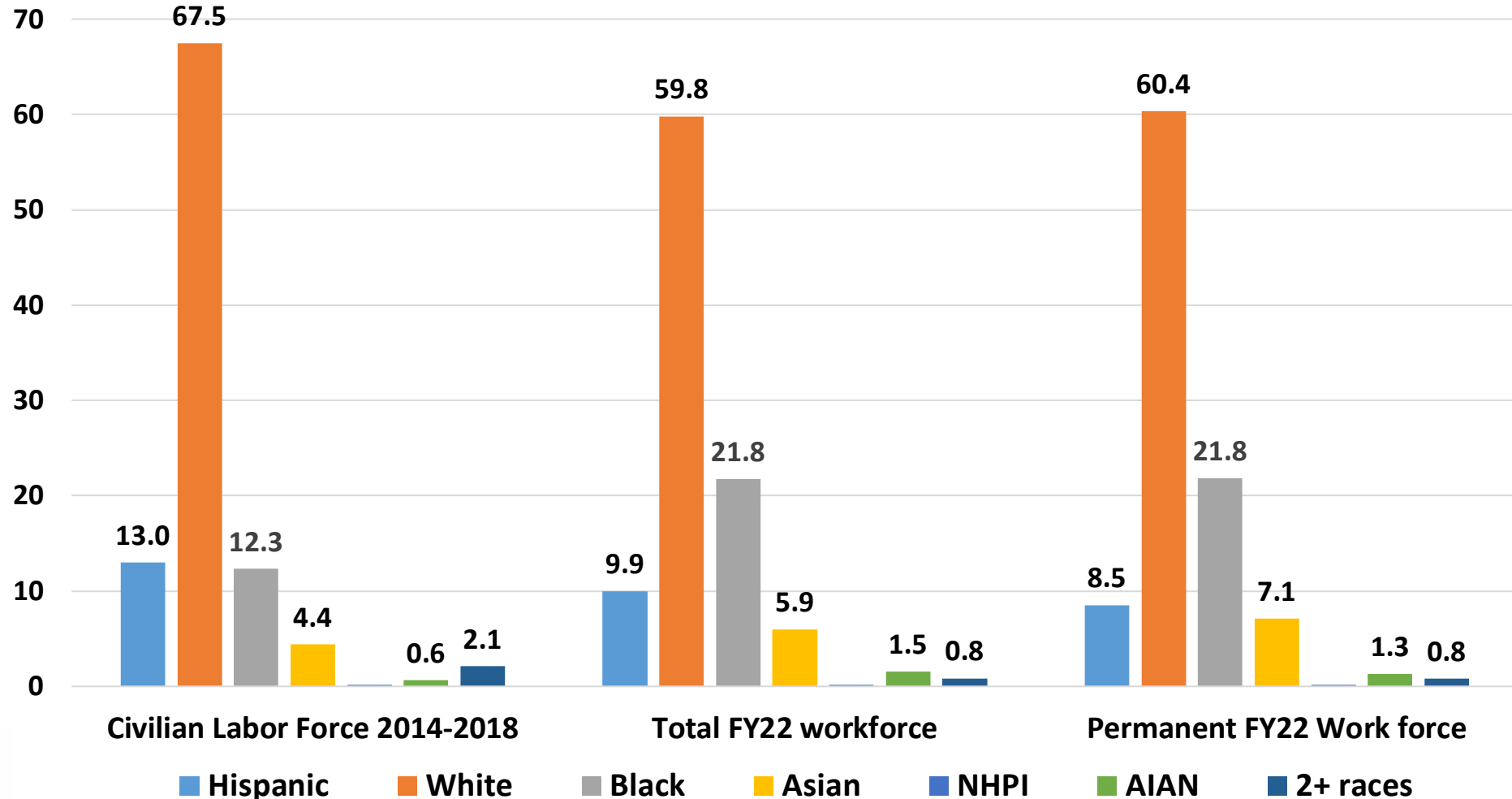
PERSONS DID NOT IDENTIFY STATUS = 5.1%

**TOTAL = 13,706**

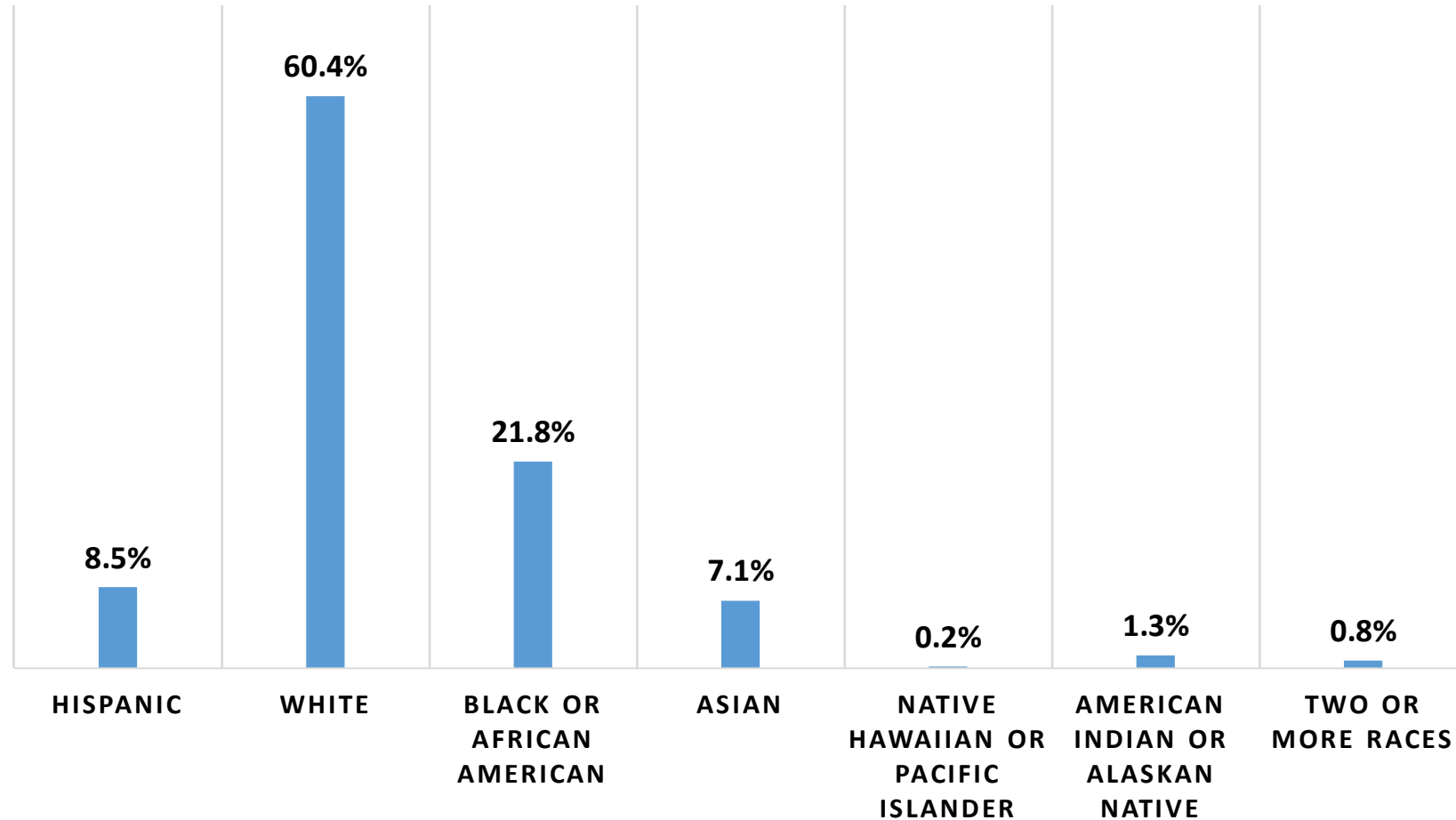
**Permanent = 9,188 / Temporary = 4,518**

Source: <https://datainsight.hrconnect.treas.gov>

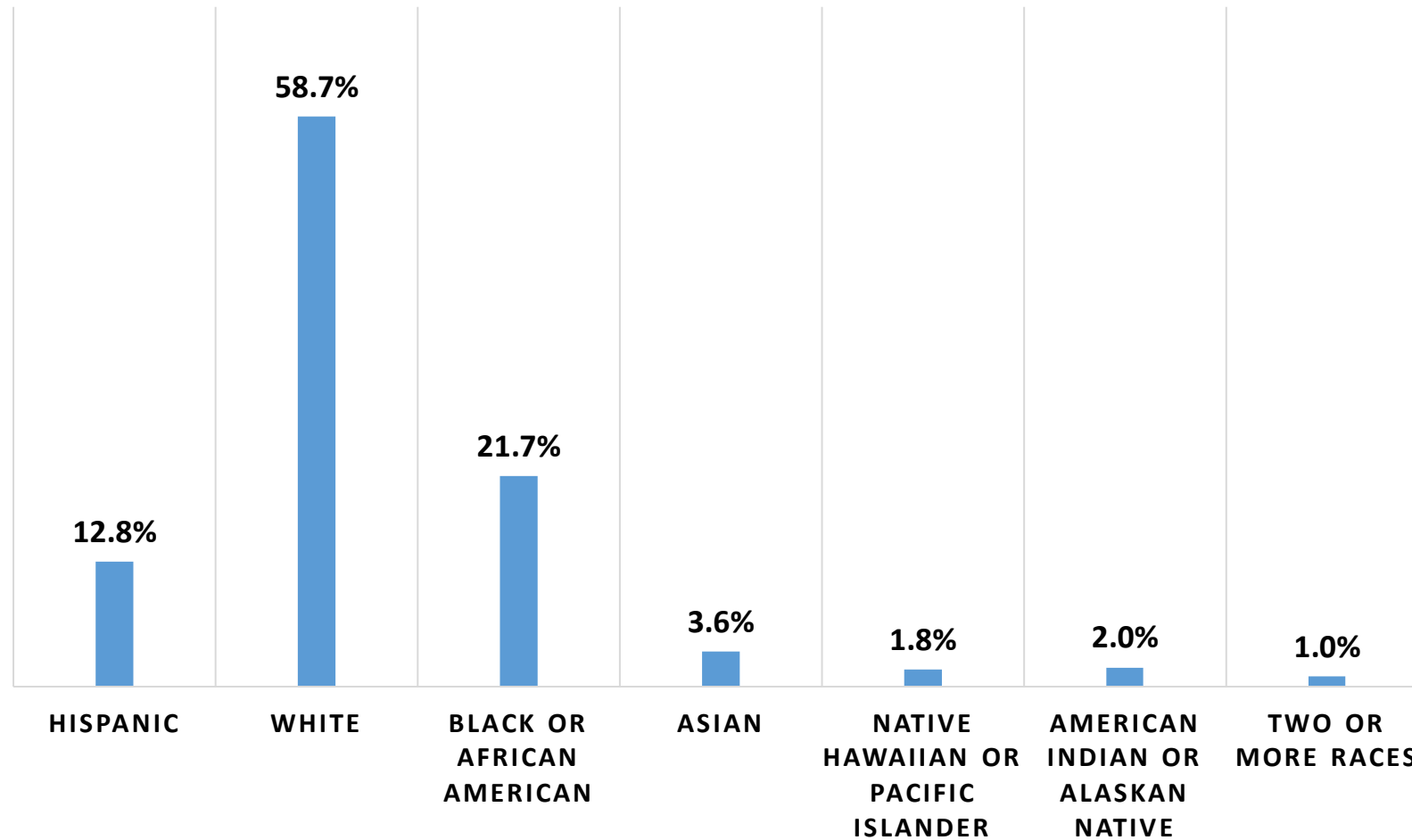
# FY22 Distribution of Workforce by Race-Ethnicity and Group



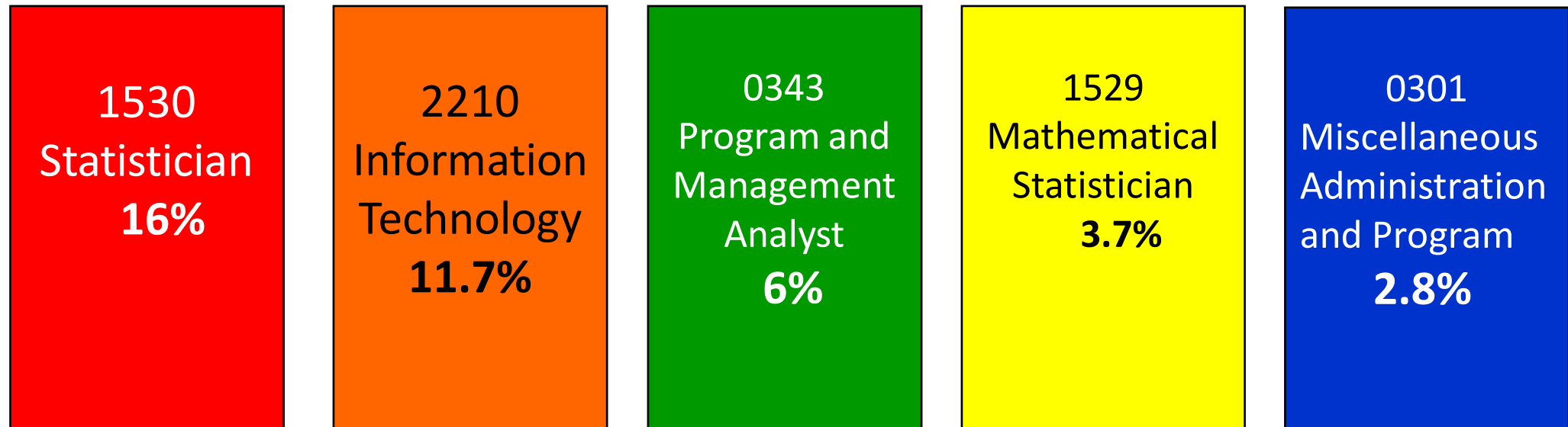
# Percentage of Total Permanent Workforce FY2022



# Percentage of Total Temporary Workforce FY2022



# OPM/DOC Mission Critical Occupations (MCOs) with Percentage of Total Permanent Employees FY2022



**40.4%** of Census' permanent employees are in the top 5 MCOs

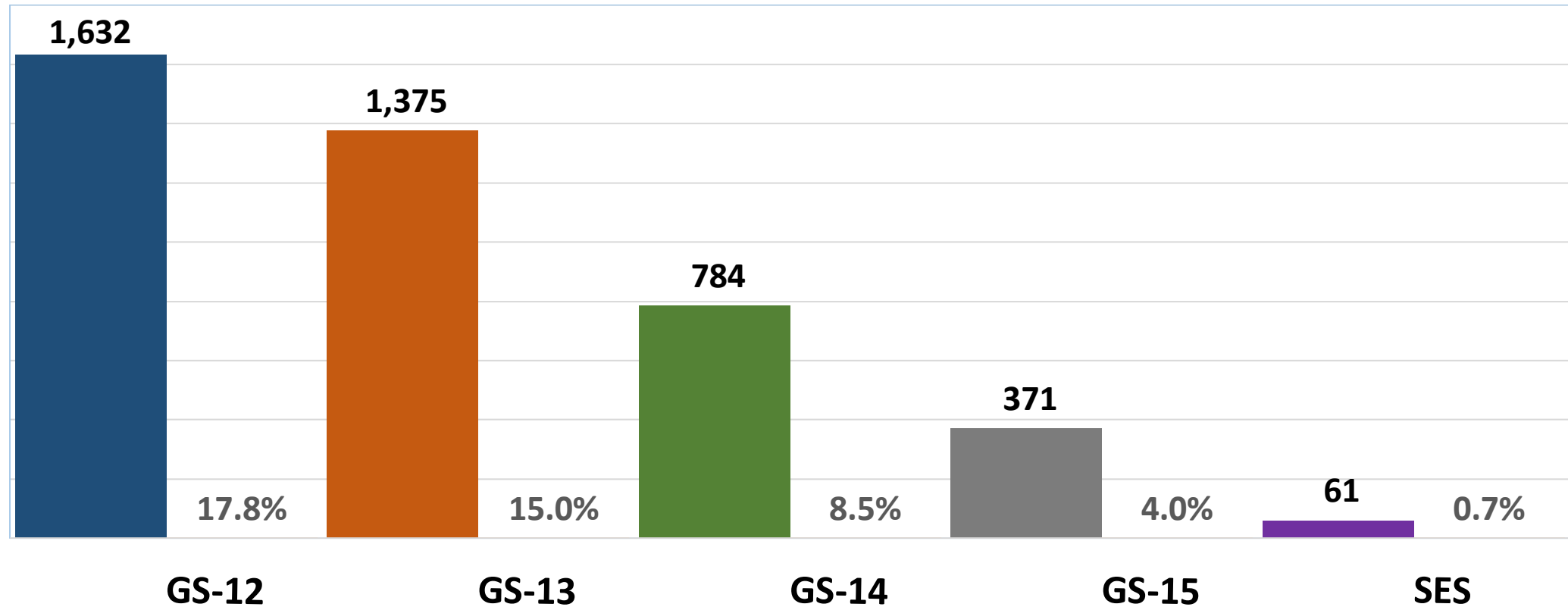


# OPM/DOC Mission Support Positions 59.6% of Total Permanent Workforce FY2022

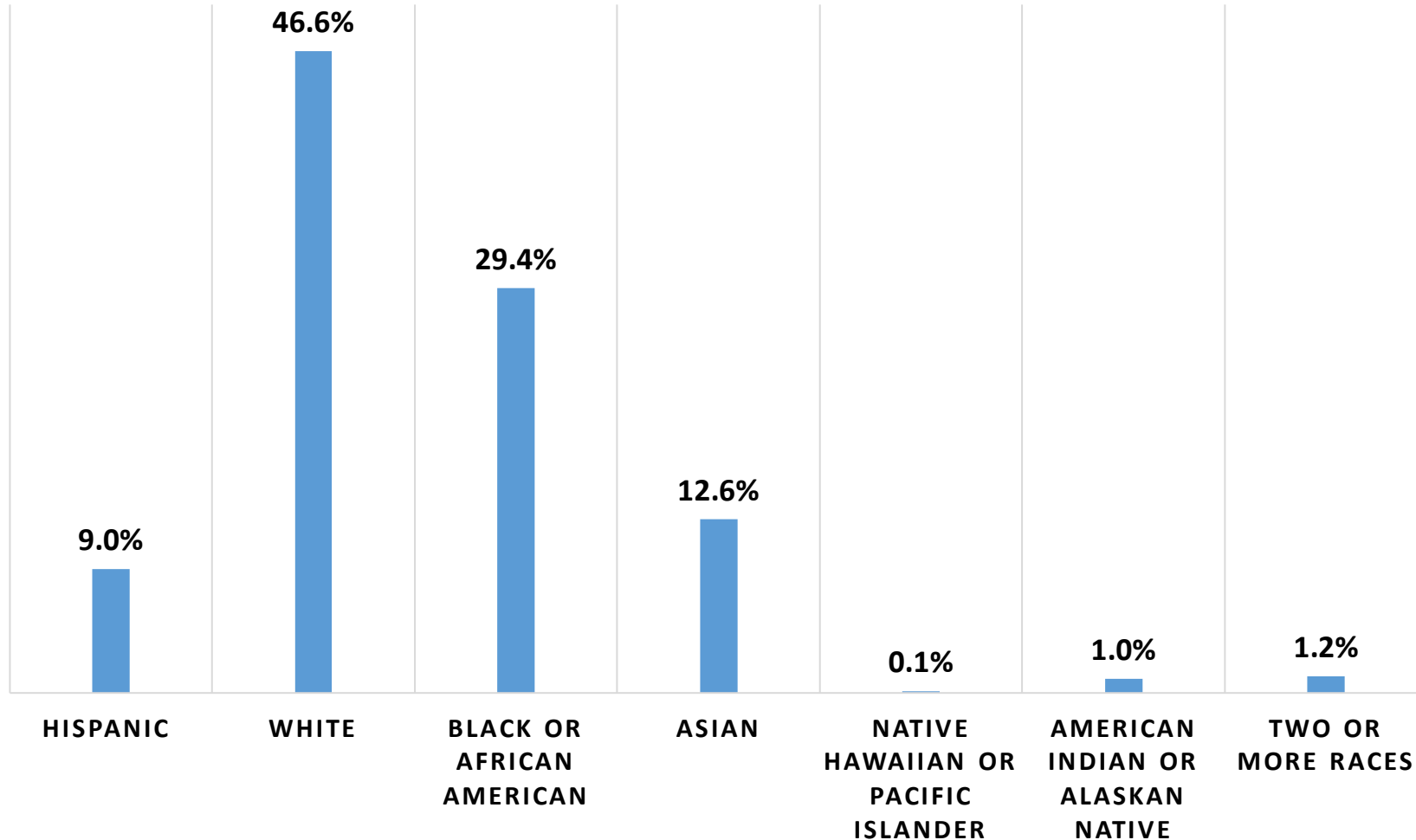
Geographers (0150 Series) - 1.8%  
Human Resources Specialists (0201 Series) - 1.2%  
Clerks & Assistants (0303 Series) - 42.3%  
Financial Admin & Program (0501 Series) - .32%  
General Business & Industry (1101 Series) - .03%  
Contracting (1102 Series) - .43%

# FY2022 Census Bureau GS-12 to SES Pipeline

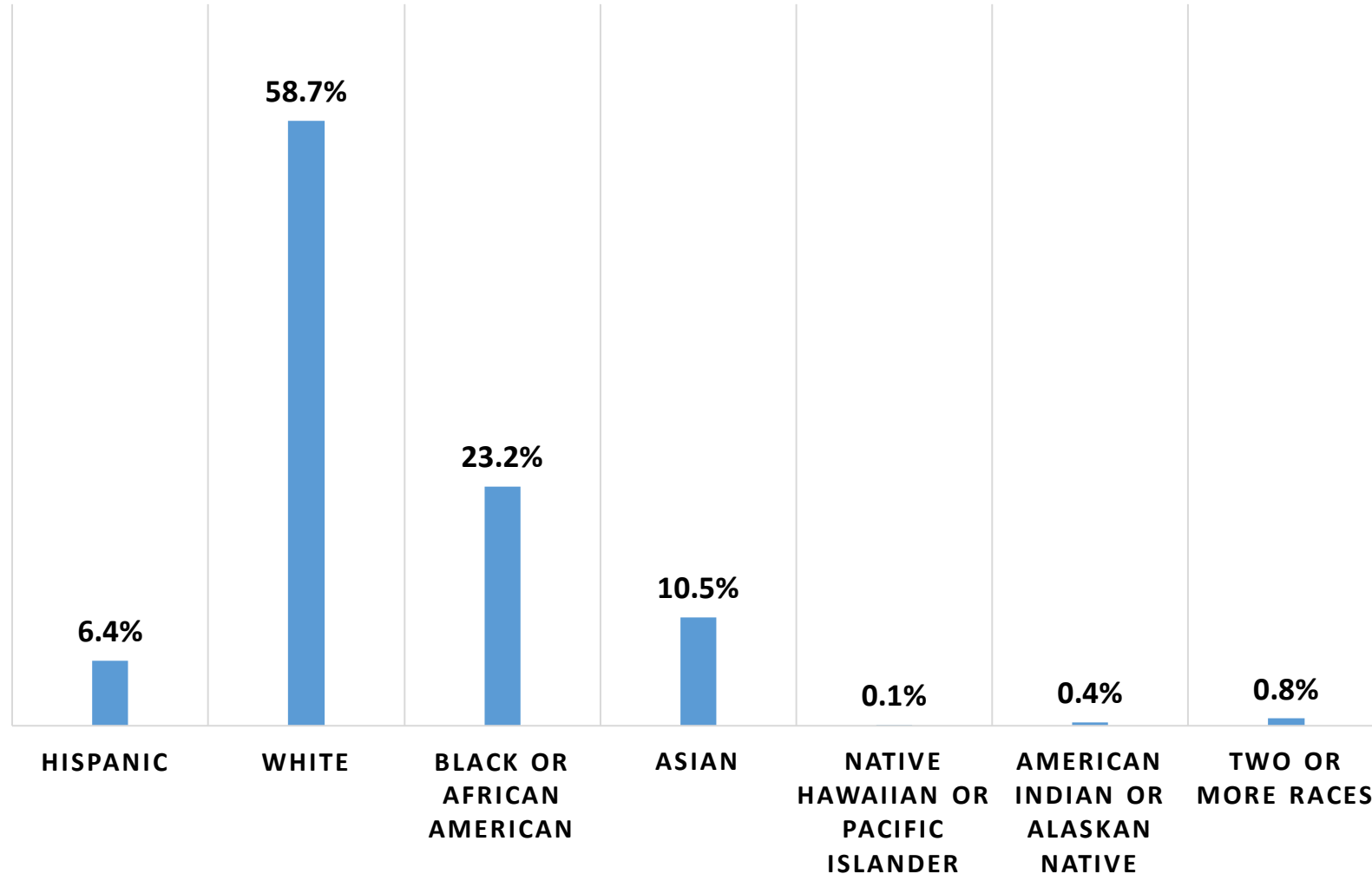
## Permanent Only



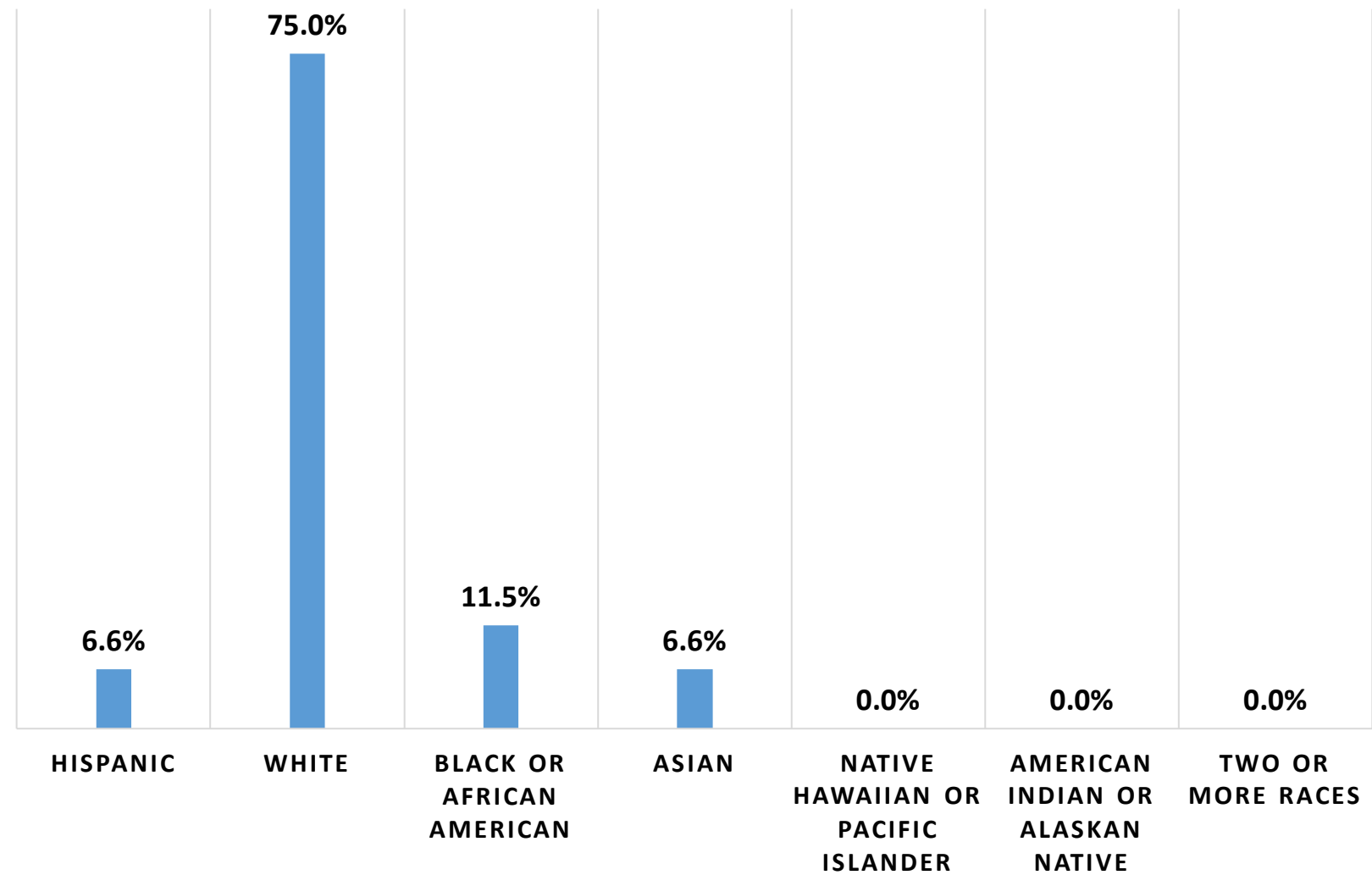
# FY2022 Percentage of Permanent Workforce GS – 12 Positions



# FY2022 Percentage of Permanent Workforce GS – 13/14/15 Positions



# Senior Executive Service (SES) Positions FY2022



# EEODI Employee Initiatives and Events

**\*Dr. Martin Luther King Jr. Day (Jan 16)**

International Holocaust Remembrance Day (Jan 27)

**\*African American/Black History Month (Feb)**

**\*Women's History Month (March)**

Neurodiversity Celebration Week (March 13 – 19)

Women's Equal Pay Day (March 14)

National Arab American Heritage Month (April)

Celebrate Diversity Month (April)

**\*Asian American, Native Hawaiian and Pacific**

**\*Islander Month (May)**

Jewish American Heritage Month (May)

**\*LGBTQ Pride Month (June)**

Juneteenth (June 19)

National Caribbean American Heritage Month (June)

Census Bureau Diversity & Inclusion Showcase (August)

**\*Hispanic Heritage Month (Sept/Oct)**

**\*National Employment Disability Awareness Month (Oct)**

**\*Native American Heritage Month (November)**

Veterans Day

Transgender Awareness Week (Nov. 13 – 19)

\*Denotes mandatory federal initiatives and events. All other events listed are supported by the Census Bureau beyond the mandatory initiatives.

# DEIA Collaborations

## **Staffing Offices:**

- Chief Administrative Officer (Human Resources Division, Reasonable Accommodation, Administrative Customer Service Division; Employee Assistance Program)
- Chief Information Officer, Telecommunications, 508 Compliance
- Office of the Ombuds

## **Councils and Workgroups:**

- Census Labor Management Council (Diversity & Inclusion Council, employee - led Affinity Groups; Equal Employment Opportunity Advisory Council)
- Diversity, Equity, Inclusion and Accessibility Implementation Team
- Transgender and Nonbinary Structural Inclusivity Workgroup

## **External Groups:**

- Department of Commerce Office of Civil Rights
- Department of Commerce Office of Human Resource Management
- Equal Employment Opportunity Commission
- Office of Personnel Management

# EEODI Proactive Prevention Trainings

Anti - Retaliation/Reprisal: Let's Talk About It! (Managers/Supervisors)

Disability Employment

Facts and Snacks: U.S. Efforts to Combat Systemic Racism

Facts and Snacks: The Diversity, Equity, Inclusion, and Accessibility

Strategic Action Plan FY2022 Accomplishments

Alternative Dispute Resolution for Managers/Supervisors

Facts & Snacks: Federal Women's Employment Data Webinar

Alternative Dispute Resolution for Non-supervisors

Facts and Snacks: Becoming an Ally – Supporting A Culture of Growth, Equity, and Inclusion

Inclusive Leadership, Duty to Act (Supervisor /Managers)

Alternative Dispute Resolution Mock Mediation (Supervisors/Managers)

Alternative Dispute Resolution Mock Mediation (Non-supervisors)



# EEODI Contacts and Resources

## **EEODI Front Office**

Headquarters and Regional Offices: (301) 763-2853, or 800-872-6096

National Processing Center:

(812) 218-3472

[eeo.general.mailbox@census.gov](mailto:eeo.general.mailbox@census.gov)

### **David Donovan**

Acting EEODI Chief

[David.Donovan@census.gov](mailto:David.Donovan@census.gov)

***Diversity, Equity, Inclusion & Accessibility@Census.Gov***

<https://www.census.gov/about/census-careers/working-at-census/eeo.html>

### **Stefanie L. Watson**

Diversity and Inclusion Officer

[Stefanie.L.Watson@census.gov](mailto:Stefanie.L.Watson@census.gov)

***FY2022 Management Directive (MD) -715 Report***

<https://www2.census.gov/about/careers/working/eeo/fy2022-md-715-and-aap.pdf>

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May 4, 2023

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Human Resources Division  
[hrd.customer.inbox@census.gov](mailto:hrd.customer.inbox@census.gov)

# Building a Diverse Workforce



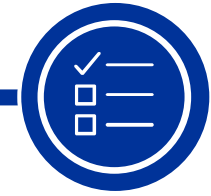
## Recruitment to Build Diverse Pipelines

- Partnerships with Minority Serving Institutions
- Collaboration with Affinity Groups
- Outreach to Professional Organizations and Networks
- Increased Usage of Special Employment Programs
- Competency-based Recruitment



## Leadership for a Diverse Workforce

- Robust Leadership Development Programs
- Expansion of the Job Rotation Program
- Promoting a Culture of DEIA through Accountability and Metrics
- Advancing Diversity in Succession Planning



## Retention

- Improving Employee Engagement
- Utilizing Exit Interviews as Lessons Learned
- Creating Agile Workforce through Rotations and Career Development

# DEIA QUESTIONS FOR THE COMMITTEE

- 1) Based on our current metrics and programs in place to build a diverse workforce, what are we missing? What opportunities might we also consider?
- 2) Is there anything we should consider doing anew or differently to advance DEIA in the workplace?
- 3) What new metrics should we add that could convey our progress in DEIA activities and in DEIA culture change?
- 4) What additional methods can we use to partner with external organizations, partners or stakeholders to help build a pipeline of diverse candidates into our workforce?

# Key Terminology and Definitions

Key Terms / Acronym	Definition
Federal Goal (Employees with Disabilities)	Under the Rehabilitation Act, an identifiable objective set by an agency to address or eliminate barriers to equal employment opportunity or to address the lingering effects of past discrimination. The federal goal for Persons with Disabilities (PWD) is 12% in grade clusters GS-01 through GS-10 AND GS11 through SES. The federal goal for Persons with Targeted Disabilities (PWTD) is 2%.
Mission Critical Occupations (MCO's)	Occupations that are mission-related with career advancement potential and heavily populated within the Census Bureau (1530, 2210, 0343, 0301, and 1529). This classification is identified by the Office of Personnel Management and the Department of Commerce.
Participation Rate (PR)	Percentage of persons in a particular EEO group divided by the total number of persons in the group workplace indicator. PR is calculated by dividing across a row so that each EEO group is a percentage of the workplace indicator. The PR is also known as the Representation Rate.

# Key Terminology and Definitions- Continued

Key Terms / Acronym	Definition
Targeted Disabilities	Disabilities that the Federal Government, as a matter of policy, has identified for special emphasis in affirmative employment programs. They are: “deafness, blindness, missing extremities, partial paralysis, complete paralysis, convulsive disorders, mental retardation, mental illness, and distortion of limb and/or spine.”

# WHITE HOUSE EXECUTIVE ORDERS

<a href="#"><u>EO 13988</u></a>	Preventing and Combating Discrimination on the Basis of Gender Identity or Sexual Orientation
<a href="#"><u>EO 14015</u></a>	Establishment of the White House Office of Faith - Based and Neighborhood Partnerships
<a href="#"><u>EO 14031</u></a>	Advancing Equity, Justice, and Opportunity for Asian Americans, Native Hawaiians, and Pacific Islanders
<a href="#"><u>EO 14035</u></a>	Diversity, Equity, Inclusion, and Accessibility in the Federal Workforce
<a href="#"><u>EO 14041</u></a>	White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity Through Historically Black Colleges and Universities
<a href="#"><u>EO 14045</u></a>	White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Hispanics
<a href="#"><u>EO 14049</u></a>	White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Native Americans and Strengthening Tribal Colleges and Universities
<a href="#"><u>EO 14050</u></a>	White House Initiative on Advancing Educational Equity, Excellence, and Economic Opportunity for Black Americans

## BACKGROUND SLIDES, for more:

- The **Census Bureau's FY2022 – 2026 Diversity, Equity, Inclusion, Accessibility Strategic Action Plan** was published in **April 2022**, the goals and strategies of the Strategic Plan align with the Commerce Department's Strategic Plan Goal 5, Provide 21st Century Service with 21st Century Capabilities, as well as Strategic Objective 5.2, Optimize workforce and diversity, equity, and inclusion practices. <https://www2.census.gov/about/careers/working/eo/deia-strategic-plan-fy2022-2026.pdf>
- The **Census Bureau's Strategic Plan—Fiscal Year 2022 Through Fiscal Year 2026** was published in **January 2022**. <https://www2.census.gov/about/budget/strategicplan22-26.pdf>.

**It outlines: Achieving Our Mission and Vision, Data Equity**—The Census Bureau upholds the highest standards in the ethical collection and use of its data. In order to impartially benefit our stakeholders from all demographics and walks of life, we are committed to the principles of data equity. We will be mindful, open, and honest so that underserved communities have user-friendly access to our data. Furthermore, we will focus on expanding our customer base and providing high-quality data in a timely manner, released on a customer-oriented, user-friendly, accessible platform.



**Advancing Equity with Data Webpage:** To help data users, Data Equity tools and products may be found at a **one-stop webpage:** <https://www.census.gov/about/what/data-equity.html>.

The **Department of Commerce Equity Action Plan** was released **April 14, 2022**.  
<https://www.commerce.gov/sites/default/files/2022-04/DOC-Equity-Action-Plan.pdf>.

**National Science and Technology Council’s Subcommittee on Equitable Data:** April 2022, the Equitable Data Working Group (created by Executive Order 13985) – with the Census Bureau as a member -- released a [report containing a set of recommendations](#). The report defined *equitable data* as “those that allow for rigorous assessment of the extent to which government programs and policies yield consistently fair, just, and impartial treatment of all individuals,” and added that *equitable data* “illuminate opportunities for targeted actions that will result in demonstrably improved outcomes for underserved communities.” A Progress Report was released March 2023: *Progress on Implementation of the Equitable Data Working Group*. < <https://www.whitehouse.gov/wp-content/uploads/2023/03/Progress-on-Equitable-Data-Mar2023.pdf> >

Thank you!